



Victor O. Cardwell

Principal

Practice Area: Labor and Employment

10 South Jefferson Street, Suite 1400
Roanoke, VA 24011
P. 540-983-7529 / F. 540-983-7711
cardwell@woodsrogers.com

Victor Cardwell is Chair of Woods Rogers' Labor and Employment Law Section. He practices labor and employment law throughout the U.S., focusing on diversity, the Fair Labor Standards Act, and labor/management relations—including union-organizing campaigns and union-avoidance techniques, and workplace violence.

Victor has significant experience before state and federal courts and administrative agencies, including the National Labor Relations Board. He offers counsel to executive and human resources managers on a wide range of employer concerns—from harassment, sexual orientation/transgender, retaliation, and discrimination, to workforce reductions, handbooks and agreements, unfair competition, wage/hour compliance, health and disability, discipline/discharge, and employee leave.

Victor is recognized in industry rankings including *Best Lawyers in America* for Employment Law-Management and Labor Law-Management. He is recognized by Martindale-Hubbell in Litigation and Labor and Employment. He is listed on the *Virginia Super Lawyers* roster as well. *Virginia Living* magazine named him a *Legal Eagle* and he is a member of the Lorman Education Services "Distinguished Faculty."

Prior to joining Woods Rogers in 1991, Victor served as Deputy Associate Chief Counsel with the U. S. Department of Labor Benefits Review Board. He has served as a member of the House of Delegates of the American Bar Association, representing Virginia, and was appointed to the Human Rights Council of the Commonwealth of Virginia.

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Education

Washington & Lee University School of Law, J.D., 1987
University of Virginia, B.A., 1983

Admissions

Virginia State Bar
Supreme Court of Virginia
District of Columbia Bar
District of Columbia Court of Appeals
U.S. Court of Appeals, Fourth Circuit
U.S. District Court, Eastern District of Virginia
U.S. District Court, Western District of Virginia
U.S. Supreme Court

Affiliations

American Bar Association—Labor and Employment Section/Delegate Member from Virginia; Sports and Entertainment Law Section/Delegate Member from Virginia

Virginia Bar Association—Committee on Federal Judgeships; Western District Committee on Nominations to Virginia Commissions & Appellate Courts; Labor Relations & Employment Law Section Council; Law Practice Management Division Executive Committee & Council

Virginia State Bar—Membership Committee

Society for Human Resource Management (SHRM)—National, Lynchburg, and New River Valley (Va.) Chapters

23rd Judicial Circuit Fee Dispute Resolution Program—Chairman

American Inns of Court—Former Associate
Boyd-Graves Conference
National Bar Association
Old Dominion Bar Association
Roanoke Bar Association

Victor lends legal counsel to many Roanoke-area nonprofit organizations including the Bradley Free Clinic, Center in the Square, Grandin Theatre Foundation, Mill Mountain Zoo, United Way of Roanoke Valley, Science Museum of Western Virginia, and Human Rights Council of the Commonwealth of Virginia. He serves on the board of directors for the Bradley Free Clinic, the Science Museum of Western Virginia and the Virginia High School League Foundation and is an active volunteer with Cosmopolitan International.

Thought Leadership / Annual Labor and Employment Seminars:

- Legal Update and News From the Big Three (2015)
- Your Balance Sheet: DOL, NLRB and the EEOC Are Driving Expenses. How Prepared Are You? (2014)
- Strange Case of the NLRB, DOL, and EEOC: Jekyll or Hyde? (2013)

Speaking Engagements:

- 2015 ISRI Convention: Understanding the Alphabet Soup of Human Resources Regulation: FMLA, ADA, HIPAA, FSLA, and More
- 2015 ISRI Convention: Don't Ask That! What You Can and Can't Ask During An Interview

Reported Cases

Employment Litigation

- *Arthur v. Pet Dairy*, 2013 WL 6228732 (W.D. Va. 2013), December 2, 2013 (NO. 6:11-CV-00042)
- *Arthur v. Pet Dairy*, 2013 WL 6073465, (W.D.Va. 2013), aff'd, 2015 WL 509345 (4th Cir. 2015) (ADEA)
- *Leonard v. Electro-Mechanical Corp.*, 2014 WL 2769125 (W.D.Va. 2014), June 18, 2014 (NO. 1:13CV00029) (ADEA)
- *Leonard v. Electro-Mechanical Corp.*, 2014 WL 1385356, 29 A.D Cases 1241, 49 NDLR P 76, (W.D.Va.2014), April 9, 2014 (NO. 1:13CV00029) (ADEA)
- *Barber v. JTEKT Automotive Virginia, Inc.*, 2013 WL 871191, (C.A.4 2013), March 11, 2013 (NO. 12-1734) (Title VII)
- *Barber v. JTEKT Automotive Virginia, Inc.*, 2012 WL 1577364, (W.D.Va. 2012), May 4, 2012 (NO. 7:09-CV-00441) (Title VII)
- *Bateman v. Therapeutic Innovations, Inc.*, 2007 WL 460828, (W.D.Va. 2007), February 8, 2007 (NO. CIV.A. 7:05-CV-40060) (Harassment)
- *Glover v. Oppleman*, 2001 WL 1453903, 58 Fed. R. Evid. Serv. 122, (W.D.Va. 2001), November 2, 2001 (NO. CIV. A. 6:00CV00105)
- *Thomas v. Goodyear Tire & Rubber Co.*, 2001 WL 34790222, (W.D.Va. 2001), June 18, 2001 (NO. CIV.A. 4:00-CV-00048)
- *Childress v. Appalachian Power Co.*, 1998 WL 417278, Unpublished Disposition, (C.A.4 1998), July 21, 1998 (NO. 97-2057) (ADA)
- *Hampton v. Kroger Co.*, 1996 WL 560306, (W.D.Va. 1996), September 27, 1996 (NO. CIV.A. 96-0014-H)
- *Cole v. Appalachian Power Co.*, 1995 WL 684636, (S.D.W.Va. 1995), July 13, 1995 (NO. CIV.A. 1:94-0517)
- *Cole v. Appalachian Power Co. v. International Broth. of Elec. Workers, Local No. 978*, 1995 WL 463711, (S.D.W.Va. 1995), March 30, 1995 (NO. CIV. A. 1:94-0517)
- *Norton v. Wilson*, 1994 WL 644868, Unpublished Disposition, (C.A.4 1994), November 16, 1994 (NO. 94-6842)
- *Bivens v. Roanoke County Salem Jail*, 1994 WL 632737, Unpublished Disposition, (C.A.4 1994), November 14, 1994 (NO. 94-6300)
- *Cox v. Pike*, 1994 WL 203014, Unpublished Disposition, (C.A.4 1994), May 25, 1994 (NO. 93-7310)
- *Drysdale v. Barco Associates*, 1994 WL 129040, (W.D.Va. 1994), April 15, 1994 (NO. 930573)